

ABSTRAK

Ika Rezki Purnama, 2024. Pengaruh *Psychological Capital* dan *Leader Member Exchange* terhadap *Person Organization Fit* dan *Innovative Work Behavior* Karyawan PT. Bumi Karsa, dibimbing oleh Ahmad AC dan M. Yusuf Alfian Rendra Anggoro KR.

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh *psychological capital* terhadap *person organization fit*, pengaruh *leader member exchange* terhadap *person organization fit*, pengaruh *psychological capital* terhadap *innovative work behavior*, pengaruh *leader member exchange* terhadap *innovative work behavior*, pengaruh *person organization fit* terhadap *innovative work behavior*, pengaruh *psychological capital* terhadap *innovative work behavior* melalui *person organization fit*, pengaruh *leader member exchange* terhadap *innovative work behavior* melalui *person organization fit* karyawan PT. Bumi Karsa. Penelitian ini menggunakan data primer melalui instrumen kuesioner sebanyak 199 responden. Metode analisis data yang digunakan adalah *Path Analisis* menggunakan *Software AMOS 24*.

Hasil penelitian ini menunjukkan bahwa *psychological capital* berpengaruh positif signifikan terhadap *person organization fit*, *leader member exchange* berpengaruh positif signifikan terhadap *person organization fit*, *psychological capital* berpengaruh positif signifikan terhadap *innovative work behaviour*, *leader member exchange* berpengaruh positif tidak signifikan terhadap *innovative work behaviour*, *person organization fit* berpengaruh positif signifikan terhadap *innovative work behaviour*, *psychological capital* berpengaruh positif signifikan terhadap *innovative work behaviour* melalui *person organization fit*, dan *leader member exchange* berpengaruh positif signifikan terhadap *innovative work behaviour* melalui *person organization fit*.

Kata Kunci: *Psychological Capital*, *Leader Member Exchange*, *Person Organization Fit* dan *Innovative Work Behaviour*

ABSTRACT

Ika Rezki Purnama, 2024. The Influence of Psychological Capital and Leader Member Exchange on Person Organization Fit and Innovative Work Behavior of PT. Bumi Karsa Employees. Supervised by Ahmad AC and M. Yusuf Alfian Rendra Anggoro KR.


This study aimed to determine and analyse the influence of psychological capital on person organization fit, the influence of leader member exchange on person organization fit, the influence of psychological capital on innovative work behaviour, the influence of leader member exchange on innovative work behaviour, the influence of person organization fit on innovative work behaviour, the influence of psychological capital on innovative work behaviour through person organization fit, the influence of leader member exchange on innovative work behaviour through person organization fit of PT. Bumi Karsa employees. This research used primary data through a questionnaire instrument for 199 respondents. The data analysis method was Path Analysis using AMOS 24 Software.

The results of this study indicated that psychological capital brought a significant positive influence on person organization fit, leader member exchange got a significant positive influence on person organization fit, psychological capital got a significant positive influence on innovative work behaviour, leader member exchange brought positive but insignificant influence on innovative work behaviour, person organization fit had a significant positive influence on innovative work behaviour, psychological capital had a significant positive influence on innovative work behaviour through person organization fit, and leader member exchange had a significant positive influence on innovative work behaviour through person organization fit.

Keywords: *Psychological Capital, Leader Member Exchange, Person Organization Fit and Innovative Work Behaviour*

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